



Position Description

Job Title	Global Finance Program Deputy Director
Entity	The Sunrise Project, Inc. (TSPInc)
Program-Team	Global Finance
Remuneration	<p>Depending on experience (including unpaid and other experiences) and capacity to take on responsibility, the salary range is based on location. e.g.</p> <ul style="list-style-type: none">• USD\$133,919 - \$146,147 p.a.,• UK £82,439 to £94,216 p.a.;• Netherlands €92,313 - €96,928 p.a (exc. 8% holiday allowance) and other countries in Europe will be considered. <p>If the successful candidate is outside of the countries listed, salary and benefits will be based on local market equivalencies.</p>
Start Date	Apr/May 2025
Employment Type	Permanent (ongoing)
FTE Status	Full Time 100%
Overtime Status	Exempt
Reports to	Global Finance Director, The Sunrise Project Inc
No. of Reports	Up to 8
Location	North America, Europe or Asia. This is a global role working primarily with teams based in North America, Europe, and Asia. US Eastern Time zone may be best.
Job ID	P-6654302087
Job Level	3
Project Code/s	i45

About Us

The Sunrise Project is a global network of independent organizations united by a common mission: scaling social movements to drive the global



transition beyond fossil fuels. We've developed a unique model that combines strategic grant-making with campaigning, supporting interconnected organizations to create powerful change aligned with our mission.

Sunrise Inc is a proud member of The Sunrise Project network. Our organizational culture is dynamic and adaptable. We're committed to supporting our team members to thrive as we tackle the urgent challenge of climate change. We believe that a diversity of experiences and perspectives strengthens our strategies, teams, and movements.

Sunrise Inc takes the broadest possible view of diversity and encourages First Nations people, people of colour, people living outside of cities, people living with disabilities, neurodiverse, and LGBTQIA+ people to apply. We are continually working on becoming a better workplace for everyone. Find out more [here](#).

About the Program

Since 2017, Sunrise Inc has been building a global program to grow powerful networks that can rewrite the rules of the financial system to end finance for fossil fuels, and scale resources for clean energy that delivers for everyone. With experienced teams working across core strategic projects in private and public finance, and at the intersection of government and corporate action, our programs have been creating global impact through our unique model of network organising and campaigning. You can read more in our [2023 annual report](#).

About The Role

We're seeking an experienced and innovative organisational leader and program manager to support our team of seasoned Program Directors and 60+ program staff, to unleash the potential of our teams and ensure we execute our strategies for maximum impact.

The Global Finance Program Deputy Director enables and empowers Sunrise Inc's Global Finance Leadership Team to nurture a vibrant, creative and supportive culture across our whole Global Finance team. Alongside our leadership and operational teams, the Deputy Director oversees all of the necessary systems and processes to ensure the program is clear about its objectives, has the resources to deliver, and projects are implemented and evaluated effectively.

We support networks of organisations to work together to achieve outcomes that would not be possible by individual organisations acting alone. We expect all roles at Sunrise to actively support the capacity building of these networks and partner organisations.

About You



You're an experienced and collaborative leader with a global perspective and a passion for growing movements to help shift the global financial system out of fossil fuels and into clean energy that delivers for everyone.

You're a deeply experienced organisational and collaborative people leader who understands what it takes to build trust, cultivate creativity and unleash the potential of teams. You're an open and honest communicator with the ability to build strong relationships and nurture collaboration between diverse stakeholders.

You're passionate about building the power of others to lead, and you are serious about setting up processes that optimise agency and accountability for maximum impact towards our shared goals.

You're a big picture thinker with a honed eye for detail and have a track record of establishing and managing streamlined systems and processes that make life easier for everyone.

- Manages the people and processes to ensure effective implementation of Sunrise Inc's Global Finance Program, with accountability for ensuring sub-Program Directors and Project Leads have the systems and resources in place to execute our program strategies and projects effectively.
- Working closely with the Director, and key operational leaders, the Team Lead coordinates the overall strategic planning, forecasting and financial management processes for the Global Finance program.
- Oversees budgets, manages risk and meets compliance obligations associated with the program.
- Manages sub-Program Directors to deliver high impact strategies through systems, processes and coaching; supports them to design and lead teams that drive real-world change.
- Actively nurtures collaboration within and between teams and fosters a vibrant, inclusive and high performing culture that empowers everyone to have the biggest impact towards our mission.
- Contributes to an inclusive and life-affirming culture in the wider organization, including leadership on our commitment to justice, equity, diversity and inclusion in our team, our partnerships and program strategies.
- Enables open and honest evaluation of our work and impact, and fosters a culture that recognises the importance of risk-taking, failure and learning in our pursuit of greater impact.
- May be required to manage other staff as needed.

Required skills, knowledge and experience

- Advanced leadership skills and experience in a similar or related role including unpaid, grassroots or lived experience.



- A strong track record of managing high performing teams across diverse cultures, and a strong understanding of what it takes to create a healthy, vibrant and inclusive organizational culture.
- Demonstrated experience and excellent skills in organisational design and management and ability to identify areas of operational improvement, implement new systems or processes, and ensure that they are followed, maintained, and continually improved as the organisation evolves.
- A high level of emotional intelligence with excellent interpersonal communication and strong coaching and leadership development skills.
- A flexible and open leadership approach, the ability to give and receive feedback skillfully, and to manage organisational change.
- Excellent group facilitation and presentation skills, including the ability to articulate clear processes in simple and compelling ways.
- A working knowledge of how social movements achieve change including both elite engagement and grassroots organising and mobilisation strategies.
- A global perspective and experience working internationally; and openness to calls outside usual working hours to accommodate team work across multiple time zones.
- A passion for climate justice and a commitment to justice, equity, diversity and inclusion.

Desirable skills, knowledge and experience

- Campaign strategy, movement building or finance literacy.
- Familiarity with the political and corporate cultures across a variety of countries and world regions.
- Proficiency in more than one language.

Job requirements

- You must have full working rights for the country you are living/working in. The Sunrise Project is unable to sponsor applicants for employment visas.
- Employment background checks are required.
- Intermittent travel with advanced notice.
- Flexibility to adjust work hours to accommodate multiple time zones

How Sunrise supports its staff

The Sunrise Project is committed to creating a workplace that supports our staff to do their best work and develop professionally. Sunrise has the following in place to help us achieve that, noting pro rata will apply for part time staff and/or temporarily appointed-fixed term staff. The successful candidate will be hired via



a Professional Employment Organisation (PEO) on behalf of the Sunrise Project, so conditions of employment may vary.

- Statutory benefits and entitlements of the country in which you are employed.
- Sunrise may provide additional benefits, where in-country entitlements are less than our standard package, where applicable including:
 - Paid Parental Leave that is gender-neutral & inclusive of all types of families, incl. Parental Return To Work & Keeping In Touch Program
 - Life Leave (up to 40 days p.a. for significant personal reasons)
 - Public Holiday + Cultural Leave
 - Workspace Benefits incl: Macbook & accessories, initial \$2,000* for home workspace & IT equipment + \$800* every 2 years + up to \$75/mth phone/data/internet (equivalent local currency) .
 - Shared office support

Additionally we offer:

- Flexible Working Policy
- VIDA - An AI tool to support your health and wellbeing
- Regular all-org and team meetings & retreats
- Learning & Development Program incl. a professional development budget for every staff member
- Coaching & manager support with regular 1:1 meetings
- Annual performance & development reviews with 360 feedback
- A co-developed work plan to ensure clarity on your role & key responsibilities
- We provide our staff with a voice on issues that concern them via consultation, caucuses, working groups, and surveys.

How to apply for this job

TO BE ADDED